

Community Broadcasting Services, Inc.

WRJB/WFWL Radio

FCC EEO Annual Report-April 1, 2021

New Hire: Luke Crutchfield

Job Title: News Director, duties also include commercial production, engineering

Date Started: June 22, 2020

Recruitment Services: The new hire came as a result of seeing the job opening on social media.

Referrals from recruitment services: 1

During this past year, WRJB/WFWL has worked to recruit widely throughout our broadcast area despite the COVID-19 pandemic. Being located in a small community, the pandemic limited our local recruitment programs even more than usual. There are no organized job fairs in our area of service. Also, the nearest 4-year college is Bethel University, located approximately 35 miles from our station. We have encouraged applications from institutions of higher learning. In fact, we hired our part-time college student as news director when he graduated and applied for the job. We also have a good working relationship with the two high schools in our county. They will refer us to students who may have expressed an interest in broadcasting. We have a long history of utilizing young high school and college students, both male and female, to work as announcers, sales, news, and sports. When we have an immediate opening, we utilize our radio stations, the local newspaper, and the station's Facebook page. Applications are reviewed and followed up with personal interviews.

Community Broadcasting Services, Inc., doing business as WRJB/WFWL Radio, Camden, TN, is an equal opportunity employer. We receive and consider all applications for employment without regard to race Creed age or gender. Applications for radio announcing, sales, business office, news, and sports will be accepted Monday-Friday during regular business hours, 9 a.m.-4 p.m., and our business office at 117 Vicksburg Avenue, Camden, TN, 38320. All applications will be kept on file for a period of one year and will be referred to whenever there is a job opening. We welcome groups or individuals to visit our stations for tours, please call ahead to make an appointment at 584-4444.

Our station employs five full-time employees.